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5-8-1943

Amalgamated Meat Cutters and Butcher Workmen of North America, Local 90, AFL (1943)

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Amalgamated Meat Cutters and Butcher Workmen of North America, Local 90, AFL (1943)

Location

Muskogee, OK

Effective Date

5-8-1943

Expiration Date

10-31-1943

Union

Amalgamated Meat Cutters and Butcher Workmen of North America

Union Local

90

NAICS

44

Sector

Private

Item ID

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Comments

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11-43-112
300-3415
Meat (A72) 2.90
Muskogee } okla.
10-31-43

Contract

BETWEEN THE

RETAIL MEAT CUTTERS

MUSKOGEE - OKLA.
of the City of Tulsa, Sapulpa, Sand Springs and Vicinities and the
Amalgamated Meat Cutters and Butcher Workmen of North America

A. F. of L. - Local Union No. ~~644~~ - Tulsa
90 MUSKOGEE

MUSKOGEE Oklahoma, _____, 194

CONFIDENTIAL

The following Contract covering employment of the hereinafter enumerated employes is this day entered

into by and between _____ and Local ~~644~~ 90 of the Amalgamated Meat Cutters and Butcher Workmen of North America, affiliated with the American Federation of Labor, Oklahoma State Federation of Labor, and Tulsa Central Labor Council.

MUSKOGEE

ARTICLE 1

That all meat cutters and apprentices employed shall be members of A. M. C. & B. W. of N. A. in good standing. This Union has for one its cardinal principles the protection of the owners against inferior workmen. This Union shall at all times endeavor to furnish reliable and competent men. When non-union men are employed they must make application to this Union within one week's time and must receive the union scale. And Local No. 644 reserves the right to classify its members.

ARTICLE 2

No employee shall be discharged without good and sufficient cause, and no discrimination shall be made against him because of his connection with this Union.

ARTICLE 3

All shops shall have one man designated as manager and he shall be a journeyman meat cutter and in good standing with Local 644.

ARTICLE 4

Managers shall receive \$42.50 per week. Journeymen meat cutters shall receive \$37.50 per week.

ARTICLE 5

Fifty-eight (58) hours shall constitute the basic work week in straight shifts (no split shifts). All work performed in excess of fifty-eight hours in any work week shall be considered overtime and shall be paid for at the rate of time and one half the average hourly job rate according to the weekly wage paid for fifty-eight hours. And in the event the cost of living conditions continues to increase or decrease in Tulsa, Sapulpa and Sand Springs after Nov. 1st, 1942 to more than Ten Percent it is agreed that article No. 4 of this agreement by giving thirty days notice in writing by either party will be opened for adjustment to meet the cost of living conditions.

ARTICLE 6

Apprentices shall be sixteen years of age, or over and shall serve three years actual employment. They shall be paid \$23.00 per week for the first six months and shall be increased \$2.50 each six months in three years of employment. One apprentice is allowed to each shop working two or more journeymen.

ARTICLE 7

Journeymen other than full time employees shall receive Seventy (70) Cents per hour for all work performed from time starting until they cease work, or one full day. No extra help shall be called for less than one-half day's work.

ARTICLE 8

Shops doing Three Hundred Dollars per week gross business or less may employ a journeyman meat cutter at Thirty Dollars (\$30.00) per week, and ten per cent (10%) of all gross business in excess of Two Hundred Dollars (\$200.00) per week until they reach the scale of Forty-two Fifty (\$42.50).

ARTICLE 9

A full holiday shall be given members of this union on the following days, without reduction in pay: Fourth of July, Thanksgiving, Labor Day, Christmas and Decoration Day. Holidays falling on Sunday shall be observed on the following Monday; and furthermore, there shall be no meat of any kind sold on holidays. These consisting of fresh and cured meats, any kind of provision meat such as cooked or dried sausages, cheese, fish, or poultry, from any union market.

ARTICLE 10

Any one receiving over the above scale shall not be reduced in pay, or his hours increased. Any dispute that shall arise that cannot be adjusted by the employer and the union shall be turned within seven days following the act or instance to a mediation board consisting of two members representing the union and two members representing the employer. If they are unable to reach an agreement within seven days the board of four shall immediately request the Director of U. S. Department of Labor's Conciliation Service to designate a Federal Arbitrator as the fifth member, and the entire matter shall then be considered by the board of five. Decisions of the board of five shall be binding upon both parties of this agreement.

It is mutually agreed there shall be no strikes by the Union

Signed this.....day of....., A. D., 194.....

Name of Market Location

Owner

Corporation

or Lockout by the employer pending action by the mediation board.

ARTICLE 11

Any one relieving on vacation shall receive the regular scale of wages.

ARTICLE 12

It is mutually agreed that if during the life of this agreement a condition shall arise where "satisfactory male help" is not available the employer may hire "female help" under the following conditions.

The employer shall be responsible for the designation of sufficient shops as training shops to train female help.

The employer shall pay salaries of trainees direct, that is any salaries paid female help while in training shall not be charged to the operational cost of that individual shop wherein the training is given. The market manager and journeyman meat cutters in training shops shall instruct the trainees in customer approach, customer courtesy, weighing, wrapping, operation of mechanical slicers, displaying of meats and provisions.

All female help employed shall serve a training period not to exceed thirty days time. They shall during the time of this training period be under the supervision and guidance of qualified journeyman meat cutters in such shops as shall be designated as training centers, and shall receive this instruction during the regular business day of these shops. They shall in no instance decrease the normal personnel of these training shops.

It is specifically agreed that work of female emergency help shall be confined to the essential services trained for. No female help shall do the actual cutting and trimming of meats in preparation for sale, nor shall they operate power or hand tools of the trade with the exception of mechanical slicers and grinders.

All female help upon leaving the training center market for work in any other shop shall for the purpose of union membership be considered regular help and as a condition of employment shall join and maintain membership in the union.

The initiation fee of female workers shall be set at \$15.00, the dues for female workers shall be set at \$2.25 per month.

The hourly rate of pay of the apprentice schedules shall apply to female workers.

There will be no demands upon the employer by the union regarding women workers until they leave the training center, provided again that their training shall not exceed thirty days.

ARTICLE 13

The market card must be displayed in all markets and shall hang in a conspicuous place, and shall remain the property of the International Union. The Secretary or Business Agent is empowered to remove said card upon the violation of any part of this agreement.

ARTICLE 14

The Business Agent shall be admitted at all reasonable times to work rooms and interview the employees while on duty.

ARTICLE 15

Supervisors are to give the Business Agent a list of all extra men and where they are to work. The Business Agent is to assist in getting regular and extra help at any and all times, and give you their best men available. Non-union men must pay \$1.00 (one dollar) per day as a permit and must apply to office of Local 644 for their permit before going on a job.

ARTICLE 16

The employer agrees that as a condition of employment all employees must maintain membership in good standing in the union and that the employer shall be notified of their employees' delinquency in such regard.

ARTICLE 17

This agreement shall be binding from date of signature until November 1st, 1943, thirty days notice shall be given in writing prior to the expiration date of this agreement. In case that changes are desired by either party, but if such notice is not given, then this agreement extends continuously from year to year thereafter until such notice is given by either party.

LOCAL No. ~~644~~ 90 - A. M. C. & B. W. of N. A.

By..... President.

By..... Secretary.

U.S. DEPARTMENT OF LABOR

(12059)

BUREAU OF LABOR STATISTICS

WASHINGTON

Dear Sirs:

According to our records the agreement that you have signed with the
will soon expire. In order to have available information in regard to the
labor relations of companies working on defense contracts, we should like to
have a copy of your agreement if a new one has been negotiated. If you have
only one copy available and will lend it to us, we shall be glad to have a
duplicate made and promptly return your original. If, however, your agree-
ment has been renewed without change, a notation to that effect at the bottom
of this page will be sufficient.

We shall greatly appreciate your cooperation. The enclosed envelope
for your reply requires no postage. If we can furnish you information at any
time, please let us know.

Very truly yours,



A. F. Hinrichs

Acting Commissioner of Labor Statistics

Enc.

Name and local number of union(s) signing the agreement _____

Date signed _____ Date of expiration _____

Plant(s) covered* _____ Location _____ Number of employees covered _____

Products manufactured or type of work done _____

_____. Do you wish the agreement returned? Yes ___ No ___

(Signature)

(Address)

*Please use the reverse side, if necessary, to show for each of your plants
all the unions with which you have agreements and the number of workers
covered by each agreement.